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## A Holiday Hero

Jordan Lacrampe-Gunby, a Grade 2 student from Archie Stouffer Elementary School, used his afternoon recess time every day leading up to the holidays to help school staff sort the donations that had been received for their Holiday Hampers. With Jordan's help, the school was able to donate many boxes to the Minden Community Food Centre, helping out over 100 local families. For more photos, see page 7. /Submitted



# Winter Hike Haliburton is ready to roll

by **EMILY STONEHOUSE**  
Editor

The Hike Haliburton Winter Edition is ready to hit the ground running. After a hiatus due to the pandemic, the winter version of

the popular community event will be hosted by the County of Haliburton on Feb. 4 and Feb. 5, 2023.

Tracie Bertrand, the manager of tourism for the county, shared her excitement about the upcoming festival, noting that the winter version of Hike Haliburton is a valuable

tool for marketing Haliburton Highlands as a destination throughout the shoulder seasons. "Hiking can be done all year round and with over 2000 kms of trails, the festival helps us to showcase why Haliburton Highlands should be the first choice for hiking and outdoor adventure all year long!" Bertrand said.

In September 2022, the Hike Haliburton Festival took an alternative approach to the traditional festival, adding purchasable events and experiences so participants can broaden their adventure while supporting

see **HIKE** page 2

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Archie Stouffer celebrates the season

Over 400 guests attended the Archie Stouffer school holiday concert on Dec. 21. This was the first time the school has been able to hold a concert for the public in two years. /EMILY STONEHOUSE Staff



The concert combined theatre, dance, music, and art. Each class was told to make something unique and entertaining, and many classes chose to collaborate on their performances.



The concert was so lively, that some of the younger audience members wanted to get involved with what was happening onstage.



Principal Mike Gervais welcomed visitors by saying that all students were involved in the show in some capacity; whether it be onstage, backstage, or helping with tech and decorations.

Declaration of significant weather short-lived

by EMILY STONEHOUSE  
Editor

A declaration of a significant weather event was declared by the four lower-tier municipalities, as well as the County of Haliburton, on Dec. 24. Environment Canada issued a winter storm warning that was to start on Christmas Eve, which in-

cluded heavy snowfall and significant winds. It was noted that the storm could potentially impact snow removal on municipal and county roads, and for safety reasons, operations could be suspended until the storm passed. The declaration was lifted from the county and municipalities on Dec. 26, and regular operations resumed shortly thereafter.

Hike Hali highlights shoulder season

from page 1

the tourism stakeholders. This design will be applied to the winter edition of the festival as well. Bertrand said that the response to this format from participants and businesses alike was “incredibly positive.” Bertrand has been focused on creating the Haliburton Highlands as a destination that is desirable and unique. Following the Destination Management Plan (DMP) that was completed last year, Bertrand identified that the Hike Haliburton Festival is a great opportunity to showcase the highlights of the community. “[with] over 600 lakes and 2000 kms of trails, along with the incredible variety of guided experiences, live music performances, vast array of culinary choices, the creative and natural spirit that exists in everything we love to do, and the incredible options to ‘stay’ and enjoy more than one day in the Highlands is what sets us apart

from other destinations,” she said. With the Hike Haliburton Winter Edition, the opportunity to showcase the community to visitors extends beyond the traditional summer season. Bertrand noted that tourism is the primary driver for economic prosperity in the region, and any opportunity to promote the destination of the Haliburton Highlands should be utilized to offset the challenges that arise during shoulder seasons. Bertrand noted that this is a community-driven event, and not only does it highlight the best trails of the area, it also showcases the characters and knowledge of the county. “We couldn’t do this without the amazing community-based volunteers and tourism stakeholders, we are so grateful for this wonderful community!” Bertrand said. Registration for Hike Haliburton opens on Jan. 5, 2023. Additional information can be found at [www.hikehaliburton.com](http://www.hikehaliburton.com).

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# Two years of lessons for The Wolf Moon

by EMILY STONEHOUSE  
Editor

With highs and lows, ups and downs, it's been nearly two years of learning experiences for Reed Sacharoff, the owner of The Wolf Moon in Minden.

Sacharoff kicked off his unique business in January, 2021 via his online store, which was followed shortly by the brick and mortar location at 15 Newcastle Street in Minden. Sacharoff described the store as a "Queer-owned business, supporting BIPOC, 2SLGBTQ+, femme, and female-owned small businesses." It carries a variety of products, from natural house-cleaning, candles, jewelry, and clothing. "It's been fun to find Ontario-based and local products wherever I can," said Sacharoff, "my guiding premise is to find products that are local, eco-friendly, and well-made. Products that are not disposable."

The store twists and turns with pops of colour and whimsical art. "I wanted to make a store that appealed to the senses," said Sacharoff, "there are things to touch, smell, see; it's meant to be an experience."

Having been based out of the cities of Toronto and Vancouver for 20 years prior, Sacharoff felt it was time for a change from the pace of life he experienced with the hustle and bustle. He had a background in graphic and editorial design, working with companies such as Coca-Cola, Smirnoff, Loblaw's, and Joe Fresh.

Originally hailing from a small community in British Columbia, he returned to his roots for a visit in early 2020, before his flight was cancelled on March 13 when the pandemic hit. The cancellation extended his stay in the rural region, and inspired the vision of opening up his own shop in a small community in Ontario. He knew of Minden from engaging in Minden Pride events over the years, but did not originally envision the community as his long-term destination.

"I remember talking to a friend, and thinking I needed a change. I remember saying I would love a space that is zoned commercial on the ground-floor, and residential up top, so I could live right there. That night, I went online, and this building was there," he said, "the rest is history."

Sacharoff noted that while business is good during the high-tourism times, he finds the low-times to be challenging. "My second year was harder than the first," he noted, "I remember hearing that would be the case, but it's hard to navigate. I am continually trying to find other ways to make the business viable here."



Reed Sacharoff is the founder and owner of The Wolf Moon, a shop in downtown Minden that features BIPOC, 2SLGBTQ+, femme, and female-owned small businesses. /Photo by Paul Reid, submitted

In the new year, Sacharoff will be opening a pop-up business in Haliburton, located at the recently-opening Wellness Hub on Industrial Park Road. This mini-store will boast products such as towels, candles, massage oils, and beverages for when people are visiting the Wellness Hub. "I am always open for community collaboration, and I am excited about this opportunity at the Hub" he said.

Sacharoff encouraged everyone to pop in to visit The Wolf Moon. "It's a space that is welcoming and safe," he noted, "I want everyone to know that they are welcome here."

The Wolf Moon can be found at 15 Newcastle Street in Minden. Sacharoff is also active on Instagram, at @wolfmoonshop, or online at [www.thewolfmoon.ca](http://www.thewolfmoon.ca)

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## (VIRTUAL) COUNCIL MEETINGS

Council and Closed Session meetings are currently being conducted with a hybrid model of in-person and electronic participation in accordance with the Municipal Act. Members of the Public will participate electronically, until further notice.

Meetings begin at 9:00 AM unless otherwise noted. The schedule of upcoming meetings are:

**January 12 – Regular Council Meeting**

**January 26 – Regular Council Meeting**

Members of the Public are invited to observe Council proceedings by joining a live-stream link available on the township website at [mindenhills.ca/council/](http://mindenhills.ca/council/) or by using the direct link provided in the notice. Meeting agendas are not displayed during the meeting; please download by visiting our website at [mindenhills.ca/council/](http://mindenhills.ca/council/). Please note the live stream file/video will be available to the public for the duration of one week after the Council Meeting.

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- Director of Planning, Building & Bylaw
- Building Inspector

Stay informed of current job postings by visiting our website at [mindenhills.ca/employment-opportunities/](http://mindenhills.ca/employment-opportunities/) for a list of available employment opportunities.

## WINTER PARKING

Parking on streets and in municipal parking lots in Minden Hills between midnight (12am) and 8am is not permitted from November 1 to April 30. Vehicles parked on streets or in municipal parking lots during these hours will be towed if they interfere with plowing or snow removal operations.

## STAY INFORMED ON WASTE MANAGEMENT

Download the **Haliburton County Waste Wizard** mobile app on your Android or iOS cell phone, to stay up to date on upcoming waste events in your area. You can also search how to properly dispose of items and will be notified of unexpected waste site closures.

## A MESSAGE FROM THE FIRE DEPARTMENT

Test smoke alarms once a month and install carbon monoxide alarms in your home. Plan two ways out of the home in case of an emergency. Clear driveway and front walk of ice and snow. This will provide easy access to your home. Make sure your house number can be seen from the street. Be ready in case the power goes out, have your emergency kit ready. Stay aware of winter weather, listen to the television, radio, or look online for updates. Generators should be used outdoors away from windows and doors. Be ready if the heat stops working. Use extra layers of clothes and blankets to stay warm.

## RIVERWALK & WETLANDS BOARDWALK – WINTER USAGE

The Boardwalk is closed; Logger's Crossing Bridge is cleared of snow regularly but is not sanded or salted. Residents are advised to "Exercise Caution" when using these pathways as they could develop slippery conditions.



# Turning the wheels on wellness

by **EMILY STONEHOUSE**  
*Editor*

Sometimes, the first step is the most important one to take. Other times, it's the hopping, skipping, stumbling, and jumping that makes the journey worthwhile.

For Shay Hutchings and Sarah Comer, their story has been filled with twists and turns, but has accumulated in one thing: the newly opened Wellness Hub in Haliburton. "When this first started, I thought we couldn't do it," said Comer, who co-owns the business and building with Hutchings, "but now that we are open, I feel so light and bright and absolutely ready for this."

The Wellness Hub is located down Industrial Park Road, in a building that previously housed tenants from the industrial industry. It has been transformed into a space that is welcoming and warm. The facility houses multiple wellness-related businesses, with everything from pilates and weight training, dance for seniors and children, massage therapy, psychotherapy, and is continuing to partner with local business owners to expand their services. "We are not super specific about what type of business," said Hutchings, "we are trying to create a space that offers all forms of health and wellness; mind, body, and soul."

Many will remember that the building used to house Haliburton Dance Arts (HDA), run by Chyna Schell, before it was sold to Comer and Hutchings. "We never could have opened this space without Chyna," said Comer, "we like to see this space as a baton that's been passed to us. First, Terri Mathews started HDA, then she passed the baton to Chyna, and now, Chyna has passed the baton to us; the vision has continued to evolve and grow with our community."

Hutchings and Comer have been friends since high school, and are both locals to Haliburton County. The vision for the Wellness Hub started years ago, when Comer was living and working in Banff after school, and Hutchings was settling back into Haliburton. "We used to talk on the phone, and we had all these ideas about creating a club in Haliburton that just shared the stories of people," said Comer.

The idea evolved into their first project together: Project SHE. Project SHE was predominantly an online platform, which offered a safe space for women and girls to feel honoured, celebrated, and safe. Starting in 2019, Comer and Hutchings started interviewing female entrepreneurs, business owners, and community figures. The whole concept was to share their stories, and give them a platform to soar. "I remember doing a podcast interview, sharing our vision, and after the interview, the host told us 'I can't wait to see what you two do next', and that really stuck with me," said Hutchings.

The two have soared far. While Project SHE is still on their radar, Comer and Hutchings have evolved parts of the branding into the Wellness Hub, creating a holistic space where



Shay Hutchings and Sarah Comer are the new owners of the Wellness Hub on Industrial Park Road. Hutchings has a background massage therapy and Comer is a progressive pilates and movement educator. Together the two have set out to create a "social wellness hub" that focuses on nourishing the mind, body, and soul. /Photo by Danielle Meredith

everyone is welcome. "We want people to feel comfortable, open-minded, and welcome," said Comer, "I believe if we have a space like that, then we will all learn from each other."

The space currently offers a wealth of opportunities and experiences on-site, but Comer and Hutchings are always looking to grow. "We have visions of opening up a juice bar or coffee spot, we want to make everything accessible, and make it a hub overall," said Hutchings. When asked about next steps, Comer and Hutchings agree that their measurement of success is always based on quality over quantity, collaboration over competition, and their bottom line is to always offer a space that feels welcoming to everyone.

While the journey seems to have evolved quickly and naturally, Comer and Hutchings said that any endeavor worth taking always comes with its fair share of growing pains. They

noted that they have received an immense amount of support from Haliburton County Development Corporation (HCDC), and greatly encourage any new business in the Haliburton County region to work with them. "We're young professionals," said Hutchings, "many banks struggled with that, but HCDC looked at us. They listened to our plan, and have held our hand from the beginning."

In the future, the bright-eyed duo have a vision of a vibrant and buzzing building, with all ages, skill-sets, and experience levels feeling welcome and supported. "We want to make wellness more transferable," said Comer, "it's not just about your body, it's about feeding your soul and mind as well."

The Wellness Hub is located at 135 Industrial Park Road in Haliburton, and has a variety of classes and sessions available. For more information, visit @wellness.hub\_ on Instagram.



## Singin' in the New Year

Musician Carl Dixon performed to a full house at the Sir Sam's Ski and Ride on New Year's Eve. /TIM YANO Special to the Times



Carl Dixon sang a series of classic tunes to ring in 2023.



# Wild weather over the holidays

by **EMILY STONEHOUSE**  
*Editor*

Haliburton County was hit with what some were referring to as “the storm of the century” between Christmas Eve, and lasting until Boxing Day. Local weather correspondent, Scott Moore, told the *Times* that much of the storm was dependent on where you were located. Minden received 16 to 17 inches of snow over Christmas Eve, while Moore Falls received nearly three feet of snow. While specialists were calling for rain and snow on Dec. 23, the region towards Haliburton Lake received primarily snowfall, which ac-

cumulated. “Haliburton County has, at any time, three distinct weather patterns that can track through,” said Moore, “especially if the winds are blowing extra hard off Georgian Bay. And our terrain has been known to bounce these systems around.”

Haliburton Forest, one of the largest winter tourism destinations in the region, was able to go with the flow, and managed to open their trails to both ATVs and snowmobiles on Dec. 26 to take advantage of the snow while it lasted. According to their social pages, they noted that conditions were changing rapidly with the warm weather that settled in after Christmas. By Dec. 31, all trails needed to be closed once again. Despite the weather set-

back, Tegan Legge, the general manager of tourism and recreation at Haliburton Forest, remained hopeful for a prosperous season ahead. “Let’s all get our snow dances on and have an amazing winter!” she said.



It was a white Christmas in Minden, but the weather quickly turned with temperatures above zero, resulting in a significant loss of snow right after the holidays. /EMILY STONEHOUSE Staff



Haliburton Forest was forced to pivot their plans over the holidays, as they rushed to take advantage of the snowfall while it was happening, but had to quickly close their trails with the warmer temperatures ruining the paths. /Photo submitted

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## A year in review

**I**HAVE READ through every single *Minden Times* that was published in 2022.Every year, the *Times* and *Echo* produce a year in review. The highlights of our hometown, the best of the bulletins. There are many highs, a few lows, and some stories that are just too good not to share again. You'll see them all in the Jan. 11 issue of the *Times*. Stay tuned.

As a new editor, this is a welcome project. I have the opportunity to not only be reminded of everything we did the last 365ish days, but also, an appreciation for the footsteps I am following.

We've had some fantastic stories in this newspaper. I've read through the articles written by those who came before me, and the transitional time that forged the team we now have.

I can see the chapter where Vivian Collings stepped in. From her first stories to her front page features, she jumped in with two feet, and wears her heart for Haliburton on her sleeve. I am excited to see what 2023 has in store for the *Echo* with Vivian at the reins as editor. I want to thank the whole team at the *Times* and the *Echo*, both past and present, for being resilient, hard working, and above all, caring.I also want to thank you, the readers, for standing by the *Echo* and the *Times* as we waded through new waters.

Reporters and editors are people you trust, and when the snow globe of consistency is shaken up there is inevitable uncertainty. But thank you for being here. You are our reason.

Minden, we started 2022 with a lockdown, and wiggled our way around a new world for the next 12 months. I am reading through stories about mask mandates and vaccines. I am watching as tensions ease, then heighten, then relax again, with questions always on the horizon. I can see where folks are celebrating the return of live music,

in-person meetings, and prom nights. I can read the frustrations as our governments navigated new territory, the questions and optimism as new councillors were sworn in. I can hear the giggles of young kids as they wiped ice cream from their red cheeks on Canada Day, and the squeals of a win during hazy summer nights playing baseball. It's all there. It's all in the newspaper.

The newspaper is a time capsule to our little corner of the world. It carries the good, the bad, the occasionally ugly, and everything in between. Some weeks are busy with school events, cross country meets, hockey games.

Other weeks are council-laden, decision-based, weighted-words.

This is us. This is our community, our voices, our stories.

I am immensely proud as I read through every single one. We are a community of doers, dreamers, movers, shakers.

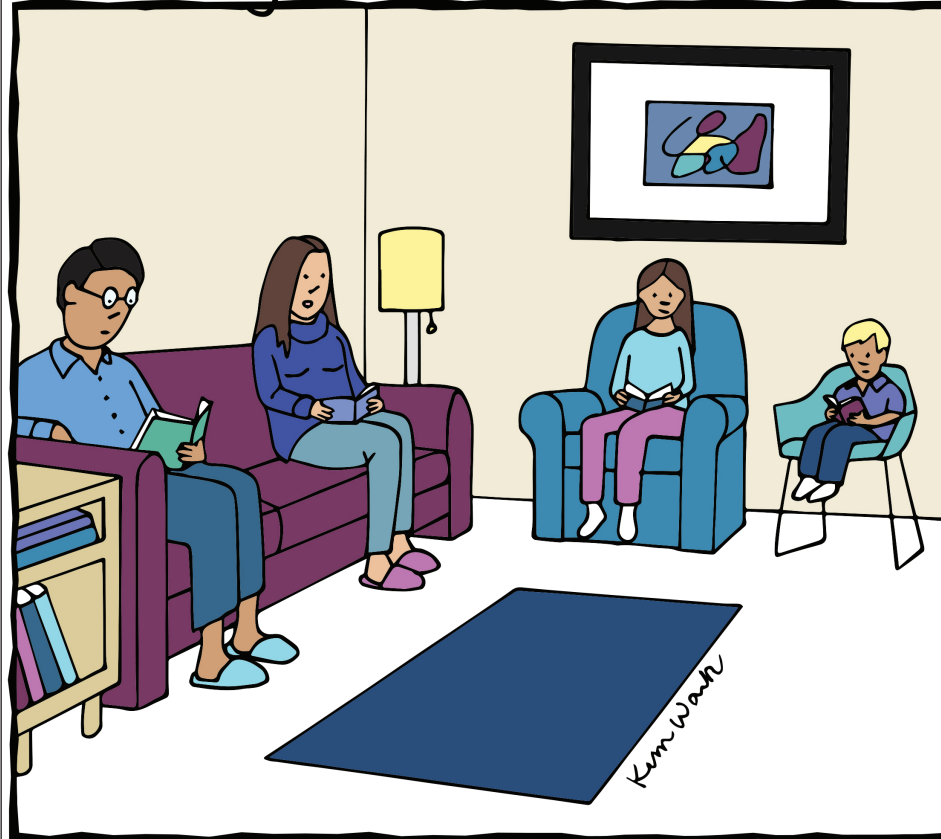
Sometimes, when big decisions are made in a small town, they hit us hard. It splits the town in half, it feels like controversy on every corner. Other times, we are faced with immense sadness; a community death that shakes us to the core, a flood that has us holding our breath.

There are times when life is hard. Times when you don't know what the next steps are, who you can turn to, when the future seems uncertain.

But the year in review has proven to me that we keep going. We support each other through the sadness, we carry each other through the chaos. This community holds strong, and it always will. For 2023, and beyond.

As we celebrate the past and look forward to the future; a future inevitably filled with questions and hope, I wish you readers a beautiful fresh start. Here's to another year of happy *Times*, sad *Times*, exciting *Times*, different *Times*, and above all, new *Times*, together.**EMILY STONEHOUSE**  
Editor

## Kwarky

*"I love our family fun nights."*

## Snow business

**W**HEN IT comes to dangerous winter sports, many people naturally assume bobsledding, extreme ice climbing or ski-jumping are high on the list. I can only surmise this is because those folks have never seen anyone over the age of 50 try to put on a pair of snowshoes.

I don't want to get too graphic, but let's just say this requires almost touching your toes, and other unspeakable contortions. I was reminded of this last weekend after Jenn said we should take advantage of a recent heavy snowfall and go snowshoeing.

"With snowshoes?" I asked.

"Yes," she said. "They are an integral part of it."

Jenn and I have been together long enough to interpret each other's subtle non-verbal cues, so she immediately sensed I was not keen on the idea.

"Hey, it will be fun," she said reassuringly. "Now get out from behind that couch."

To be clear, snowshoeing itself isn't bad. It is the getting-into-them part.

Frankly, it's inhumane.

Need proof? The bindings attached to my old snowshoes are made of innertube rubber, the most vindictive material known to mankind. They have an opening for me to shove my big clumsy boots through.

Theoretically, all you need to do is place the toe of your boot perpendicular to that opening. Then, while stepping on the snowshoe with the other foot, you force your boot right to the heel through the hole, so your entire boot is inside the binding. After that, you just pivot your foot, until your boot toe points to the front of the snowshoe. Then, repeat the process with as many feet as you have left.

It seems harmless enough. But so does a

bear trap until you step into it.

That's how it should happen.

What actually happens is that the moment you attempt this, you turn your snowshoe into a dangerous rubber-powered propeller, which flies down the nearest slope with you attached.

Shortly after they pull you out of the snowbank, you muster up the courage to try again. That's when your snowshoes lull you into a false sense of security by letting you get one foot inside the binding without anything untoward happening. But just as you smile and say, "I think I figured this out"

both snowshoes flee the scene in opposite directions causing you do the splits and reach a high note you never thought you could.

Round three involves sneaking up on the snowshoes when they are not looking. But then someone confiscates your axe.

So, once again you wrestle your boot into the binding and hop around haphazardly until your boot is oriented forward.

Then you do the same thing with the other snowshoe. And you are happy with the outcome, until someone points out your snowshoes are facing opposite directions.

By this point you are OK with that – so you rationalize it by insisting that you want to have a forward and reverse.

This convinces no one. So, you come up with the perfect solution. Unfortunately, in my case, Jenn made it clear that she would not be seen in public with anyone who has duct taped their snowshoes onto their boots.

She then insisted I put them on correctly. I countered by offering to put on just one and hop. Eventually, she got her way, and after a bit of exertion, I managed to slip into both.

This wouldn't have happened if I was better at binding arbitration.

**STEVE GALEA**  
Beyond 35



## IN OTHER WORDS

Columns and Letters to the Editor

# The realities of 2023

**T**HE CELEBRATORY shouts of Happy New Year! are but faint echoes now, pushed into the past by the realities of today.

Today's realities unfortunately remain the realities of 2022, which was the saddest and most worrisome year of recent times.

Worries over viral diseases, climate change, rising prices, and Russian, Chinese and North Korean aggression have left us a society very unhappy with itself.

Gallup, the global analytics organization, reports that its surveys show global unhappiness at a record high. People feel more anger, sadness, pain, worry and stress than ever before, Gallup says in a new book titled: *Blind Spot. The Global Rise of Unhappiness and How Leaders Missed It*.



**JIM POLING SR.**

*From Shaman's Rock*

Leger, the Canadian research and analytics company, reports that 40 per cent of people it surveyed feel things will not change in 2023. And 22 per cent said things will get worse.

All this unhappiness appears to be behind a noticeable rise in bad behaviour. Community violence has risen in many cities, as have reckless driving, alcohol and drug consumption and unruly passengers and customers.

Some blame the rise in bad behaviour on the COVID-19 pandemic. However, various studies indicate an unhappiness-incivility trend was developing

long before Covid arrived.

The new year brings hope for less misery, more happiness and better behaviour. But hope is simply hope. Action, not hope, will bring it to us.

The most needed action is demand and pressure for more effective leadership in various aspects of our lives. Gallup has noted how world leaders missed rising global unhappiness, which leads me to believe they have missed other things.

Gallup and others contend that leaders are missing things because they rely too much on objective indicators.

Business leaders make decisions based on share prices and stock growth. Government leaders rely heavily on economic indicators such as Gross Domestic Product and unemployment to figure out how they should be looking after their citizens.

They should be paying more attention to human development indicators and the feelings of people. How are their lives going? How do they feel about their wellbeing?

They would learn much from measuring the state of people's happiness or unhappiness and the reasons for it.

Objective indicators are important. However, they might show a country's economic situation is rosy while its citizens are down in the dumps, unhappy with how their lives are progressing.

Too much of today's leadership is outdated. They hold onto old-fashioned thinking not effective in today's changing world.

Part of the problem is that leadership training is outdated. Various studies over the years have shown that the billions of dollars spent by corporations and government on leadership training have done little to produce more effective leadership. One study showed that billions spent on leadership training improved productivity by only two per cent.

We need visionary leaders who are years ahead of us in their thinking and human enough to understand that firmness and flexibility are equal partners in directing people. Leaders unafraid to step back and make corrections when their questionable decisions are challenged by others.

Where do we find these leaders? They are out there and it is up to we citizens to identify them, and encourage them to step forward. A good New Year's resolution for all of us is to devote more time and energy in promoting new leadership.

This is not to say that we have been living with totally inept leadership. The world, despite all its problems, has made advances in becoming a better place.

There have been remarkable advances in producing solar energy to help reduce burning of polluting fossil fuels. Huge successes in recycling have been a part of what has become a green revolution.

But the leadership needed to achieve even greater successes needs to be better. The only way for that to happen is for all of us to become less focussed on our individual lives and more involved in helping to produce new, more effective leadership.

As the author Vernon McLellen has written:

"What the new year brings to you will depend a great deal on what you bring to the new year."



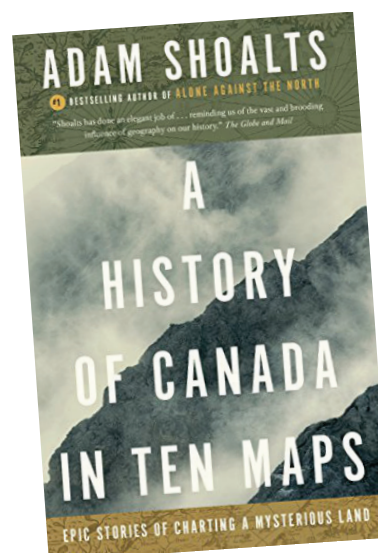
## Helping out for the holidays

Jordan Lacrampe-Gunby, left, and his friend, Aberdeen Hawkins, helped sort all donations from staff, students, and the public for their Holiday Hampers program at the school. The students chose to volunteer on their own time, using their recesses to complete the task. /Photos submitted



Addie Sisson and Jordan Lacrampe-Gunby sort through donations to go to the Minden Community Food Centre.

## HCPL's Book of the Week



What would the new world look like to wandering Vikings, who thought they had drifted into a land of mythical creatures, or Samuel de Champlain, who had no idea of the vastness of the landmass just beyond the treeline? Adam Shoalts, one of Canada's foremost explorers, tells the stories behind these centuries old maps, and how they came to shape what became "Canada." Combining storytelling, cartography, geography, archaeology and of course history, this book shows us Canada in a way we've never seen it before.

A History of Canada in Ten Maps by Adam Shoalts is available to borrow from the Haliburton County Public Library.



# The work you do: The person you are

**T**ONI MORRISON, that world-shaking author who died in 2019 at age 88, wrote a short article in the *New Yorker* in 2017 that described her first job as a teenager cleaning house for a rich white lady. It was a crap job, but she valued it because she gave half her wages to her mother who used it for essential household expenses. ‘The pleasure of being necessary to my parents’, she says, ‘was profound.’ It was ‘confirmation that I was adultlike, not childlike. In those days, the forties, children were not just loved or liked; they were needed.’

We have been on a rather steep pathway of rendering children an economic liability, rather than the sense of being needed that fed Morrison’s soul. I’m a dozen years younger than Morrison; I was raised on a farm where I was part of the economic team from early on – with roles in the garden, with the chickens, the cattle, the grain and hay crops that grew with me. I imposed an unfashionable expectation on my children that they pull their weight with work both inside and outside the house. We also, equally unfashionably, expected them to fund their post-secondary education; they squeaked into that stage of life just before tuition sky-rocketed.

The generation now parenting couldn’t get away with that. Over my lifetime, I have seen mothers working outside the home go from being a selfish dereliction of maternal duty to being an economic necessity for middle-classdom to being a recipe for

physical and emotional burn-out. The path is marked by the increasing commodification of childhood – attaching monetary value to every aspect of being a child. Starting in utero – I was gob-smacked by what was on offer at a baby registry that accompanied a baby shower invitation, not just the florid imagination about what was considered useful, but also the eye-watering prices. Child care costs as much as university tuition. Extra-curricular activities are expansive, expensive and require chauffeuring. Unsupervised recreation is verboten.

Children are so busy being consumers they don’t have time to be contributors. Employers say teenagers aren’t

available for summer work, not because they’re lazy, but because they have no time after honoring their obligations to competitive sports, summer school to improve their grades, additional studies to expand their portfolio, all in order to get into ‘good’ post-secondary institutions.

The cost of post-secondary education challenges not only the economic well-being of parents – who must balance a felt duty to pay for at least one post-secondary certification per child with saving for their own retirement – but also of the young adults themselves. Gillian Turnbull, in a long article in the Winter 2022 edition of *Maisonneuve*, describes how she managed, with great difficulty, to pay off \$80,000 of student debt by age 42. She was caught in the modern vortex of needing education to get a job but then not being able to get the

job the education purportedly prepared her for, and returning to school to get the ‘right’ qualifications (and, incidentally, pause compounding interest on student loans). She concludes, ‘I had internalized messaging from a society and governments that believe post-secondary education is a privilege, not a necessity, and that those who attend should pay the cost.’

One of the impacts of the cost of post-secondary education is that educated women are not moving forward with procreating. Women generally are reconsidering whether having children is something they will do. Why? Many reasons, but one is that children are unaffordable. To re-phrase Gillian Turnbull’s conclusion about education, ‘Having children is a privilege, not a necessity, and ... those who [choose it] should pay the cost.’

We seem to be overlooking the fact that reproduction is essential to the continuance

of the species. We seem to have bought without question that humans are but cogs in the economy, that we are the work we do, and that some work has value and some (like raising children) does not.

Toni Morrison lived in an era when work needed people; we are again in an era when work needs people. A lot of essential work is crap jobs – why is grist for another exploration. Morrison, with her worm’s-eye view of a racialized life, may have pegged the work versus workers conundrum. She concludes: ‘You are not the work you do, you are the person you are.’

Being the person you are may well mean doing the work that needs to be done to make this world we share the place we want to be.

*Fay Martin is a retired social worker, whose memoir, Dementia Widow, is nearing completion.*



**FAY MARTIN**

*Poke, Peel, Pair, Ponder*



Past SIRCH carpentry program graduates laugh with instructor Doug Norris, SIRCH training coordinator Dianne Woodcock, and SIRCH executive director Gena Robertson after attending the graduation celebration of the second group to complete the training program. /VIVIAN COLLINGS Staff

## SIRCH carpentry program grads ‘build something beautiful’

by **VIVIAN COLLINGS**  
*Times Staff*

When opportunity knocks, SIRCH Basics of Carpentry graduates can now feel confident opening (and building or installing!) the door.

Four trainees graduated from SIRCH Community Service’s First Steps Training: Basics of Carpentry program on Wednesday, Dec. 7, a celebration for the hours of work they put in the classroom as well as building a bunkie together.

The program is a starting point for opportunities for more training or employment in the carpentry or construction trades.

“The program opened up a lot of things for me, not just doing carpentry, but the in-class portion opened up a lot of different views on it,” said graduate Lily Aubrey. “I just learned a lot of things that I wasn’t expecting to learn.”

Aubrey said she now feels confident to complete woodworking on her own as a side business as well as looking to start a job in carpentry in the near future.

Instructor of the program Doug Norris and SIRCH training coordinator Dianne Woodcock said they are proud of each of the graduates.

“This group has been small, but mighty. You have done an amazing job, and it’s been an absolute joy to spend time with you and to watch you all grow,” Woodcock said.

Norris hoped that the biggest takeaway from the program for the graduates was a

passion for creating beauty through their work.

“That’s what it’s all about. The skills of construction and carpentry are not very complex, but getting them all come together is what’s important,” Norris said. “They only all come together to make something really beautiful when you do them over and over with other people working with you, and understanding that at the end of it, something new is in the world because of it.”

Graduates from last year’s carpentry program presented SIRCH executive director Gena Robertson with a framed certificate of thanks, signed by each of them.

Robertson congratulated the new group and thanked everyone for their gift to her.

“You will all make a difference in the world,” she said.

Woodcock thanked the Haliburton Home Builders Association and Fleming CREW for their support, the Highlands Summer Festival for allowing the program to use their space to work in as well as Emmerson Lumber for their contributions.

The bunkie built by the recent graduates will be up for auction in the spring.

Contact SIRCH, 705-457-1742 or info@sirch.on.ca for more information about their training programs.

“All of the skills that you learned, and the ones you are going to learn, I hope the thing that remains for you is that you’re building something beautiful, whether it’s in your own backyard or for a client, you can be proud of it. And, I’ve been proud to work with you,” Norris said.



## Home Games S.G. Nesbitt Memorial Arena

**WWW.HUSKIESHOCKEY.CA**

**Saturday, Jan 21 @ 4:00 p.m.**  
**vs Lindsay Muskies**

**Tuesday, Jan. 24 @ 7:30 p.m.**  
**vs Mississauga Chargers**

**Saturday, Jan. 28 @ 4:00 p.m.**  
**vs Wellington Dukes**

*For more more information please visit our website*



# A highlight of the 2022 Minden Christmas bird count

by ED POROPAT  
Special to the Times

The 56th annual Minden Christmas Bird Count was held on Saturday, Dec. 17 in near perfect conditions. The weather was relatively mild, the winds were gentle, and the only precipitation was a mid-day snow flurry. A total of 28 observers fanned out across the count circle, looking for and counting every species and individual bird they could find. In addition, 18 feeder-watchers participated, adding to the totals for the day. By the time night had fallen, observers tallied a total of 49 different species (above the 20-year average of 45.6) and counted 3497 individuals (well below the 20-year average of 4287). Although the lower number of individual birds was not a surprise, some of the species found were surprising.

As predicted, overall numbers were down significantly, as there appears to be little natural food in the woods. It was downright quiet in many places around the southern part of the county! Many seed eating species cleared out in the fall with this lack of food. Most observers noted the marked decrease in Blue Jay numbers (515 last year to 97 this winter). This again was no surprise as thousands were observed migrating south in the fall, likely in reaction to the poor acorn crop. Black-capped Chickadee numbers were up slightly, from 665 to 886, with many visiting feeding stations. Woodpecker numbers were about average, with Hairy Woodpeckers outnumbering Downy Woodpeckers by a two to one ratio (64 and 30 respectively). A relative "new-comer" to the county is the Red-bellied Woodpecker, a species that is showing population increases throughout the province. This year's count yielded a record number of this species, with four being observed on the day. It had never been recorded before 2012.

With Gull Lake being wide open, several species of waterfowl lingered in the area. The impressive Trumpeter Swan continues to overwinter in the region, with six individuals being found. These large birds move around a fair bit each day, so tracking them down can be a challenge. Likely, many more are present. Other diving ducks such as Common Goldeneye (62), Hooded Merganser (45), and Common Merganser (11) were well represented. The 18 Buffleheads recorded was a count high. At least two Common Loons still lingered on Gull Lake. Two excellent finds on the day were a pair of Greater Scaup at Sandy Bay (only the second ever recorded) and a single, Red-necked Grebe (seventh record).

Overall, raptors were scarce on the day. Only one Red-tailed Hawk was found, as well as two Barred Owls. The six Bald Eagles found were expected, as they are regular winter residents now, following their recovery from DDT poisoning during the middle part of the last century. Wild Turkeys (113) continue to do well in the county, but Ruffed Grouse (two) were very scarce this year.

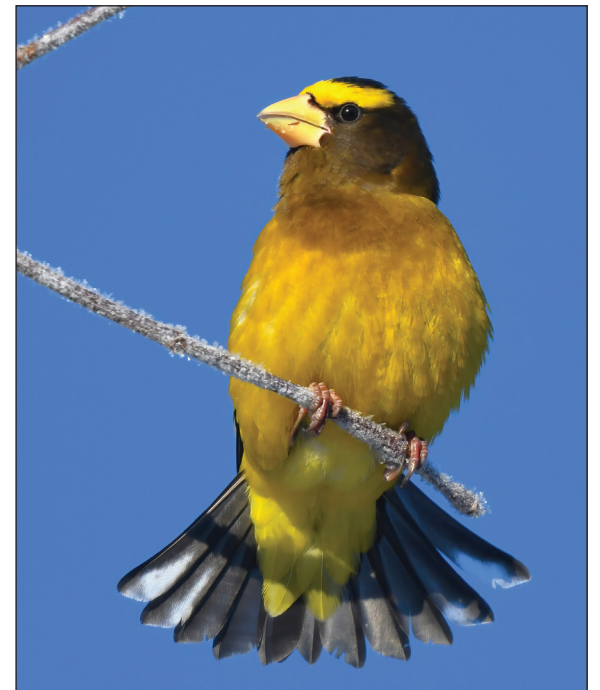
Some of the winter finches were well represented during this count. The 596 Evening Grosbeaks counted is the highest number recorded since 2005. This species has shown significant declines in the past several decades, so that healthy number was uplifting. Spruce Budworm outbreaks in the boreal forest have likely buoyed numbers in the last few seasons. Most of the 25 Pine Grosbeaks found were in Minden, feasting on crab-apples. A healthy group of 52 Bohemian Waxwings also made the rounds, searching for fruit and berries to eat. Although American Goldfinches (168) were present in decent numbers, the other seed-eating finches were difficult to find. Common Redpolls



A Peregrine Falcon, a first for the Minden Count, dismembers its prey. /ED POROPAT Special to the Times



The northern Boreal Chickadee, a rare visitor to the county.



Evening Grosbeaks were observed in strong numbers this winter in the region.

(five), Pine Siskins (three), and Red Crossbill (one) were almost non-existent this winter. Purple Finches and White-winged Crossbills completely vacated the county this year with zero reported. Several Northern Cardinals (four) were found, all utilizing feeders to survive the winter.

Every year, one of the interesting aspects of the Minden Count is to see what unusual species can be found. This year was no exception, as there were some very interesting sightings recorded. An adult Peregrine Falcon, the fastest bird on the planet, thrilled observers in downtown Minden, hunting pigeons during the lunch hour. This bird was new for the count and represented the 110th species recorded since its inception. Another excellent find was a Boreal Chickadee discovered along the Bacon Rd. near Furnace Falls. This chickadee, with its brown cap, rusty sides, and wheezy call, used to occur with some regularity in the county years ago. In the last three decades, however, it has declined steadily, becoming a rare find even in places such as Algonquin Park. It is almost certainly a victim of climate change, much like the Canada Jay. This observation was the first since 2001 and only the second since

1986. A Winter Wren surprised one group of observers, providing only the third record for the count. This tiny, hyperactive bird is a common summer breeder but extremely rare during the winter season.

As always, I would like to extend my appreciation to all the participants for their enthusiasm and dedication to this event. Our

data will be combined with hundreds of other Christmas Bird Counts across the continent, and help us to understand avian movements, population dynamics, and abundance on both a provincial and national scale. This, in turn, will help inform bird conservation in our hemisphere. Happy Holidays to all!

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Northern Lights Performing Arts Pavilion



Huskies finish 2022 strong

Huskies defenceman Zack Terry sprints to the net for a goal against the Aurora Tigers on Dec. 31. The Huskies won 2-0. /TIM YANO Special to the Times



Huskies goaltender Aiden Spooner keeping an eye on the puck.

Sudoku brought to you by

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cell: 705.457.0364

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Huskies forward Alex Cunningham scores the second goal of the game against the Aurora Tigers, resulting in a 2-0 win.

# SUDOKU

8		5		4				7
							2	
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		6	3	9				
		4	8		7			
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Level: Intermediate

**Here's How It Works:**  
Sudoku puzzles are formatted as a 9x9 grid, broken down into nine 3x3 boxes. To solve a sudoku, the numbers 1 through 9 must fill each row, column and box. Each number can appear only once in each row, column and box. You can figure out the order in which the numbers will appear by using the numeric clues already provided in the boxes. The more numbers you name, the easier it gets to solve the puzzle!

*Answers on page 12*

**Fun By The Numbers**

Like puzzles? Then you'll love sudoku. This mind-bending puzzle will have you hooked from the moment you square off, so sharpen your pencil and put your sudoku savvy to the test!

## Request for public's assistance

The Haliburton Highlands Detachment of the Ontario Provincial Police (OPP) are currently investigating an assault that occurred in Highlands East.

Police received information that on Friday, Dec. 30, at approximately 3 p.m, an assault took place in a parking lot of a business in Wilberforce. Assistance was provided to the victim of this assault by several people who were in the area.

There are no concerns for public safety at this time.

Anyone who may have witnessed this assault or has video footage and has not yet spoken with police is asked to contact the Haliburton Highlands OPP Detachment at 1-888-310-1122 or 705 286-1431. Should you wish to remain anonymous, contact Crime Stoppers at 1-800-222-TIPS (8477) or <https://www.khcrimestoppers.com/> where you may be eligible to receive a cash reward.

*Submitted by  
Haliburton Highlands OPP*



Nick Russell was the fourth speaker for Yours Outdoors' Speaker Series held once a month at HHOA Haliburton Fish Hatchery. /VIVIAN COLLINGS Staff



# Speaker series explores soundscapes

by VIVIAN COLLINGS  
Times Staff

The beauty of sound filled HHOA Haliburton Fish Hatchery as local guitarist and sound designer Nicholas Russell took listeners on a journey through his recent projects, the workings of sound frequencies, and how he created an art-based career in the Highlands.

*Jazz & Blues to Nature Based Soundscapes* was the fourth presentation of the seventh season of Yours Outdoors' Speaker Series held once a month at the Fish Hatchery.

Russell created a dynamic presentation of slideshows, video clips, live music, and a demonstration of sound frequencies.

He started off with playing a song on the guitar composed by a Japanese composer to get the attendees "into the same headspace."

He then moved to a slideshow of photos to illustrate Canadian music history, specifically focusing on the lineage of jazz artists in his family through his father, grandfather, and great-grandfather.

Russell called his father, local musician Stan Russell, up to help explain each photo, and they explored the lives of his past family members to better understand his passion for music.

"The point of this is a little bit about swing/jazz/improvized music as expressed by me, but taking a look at generations going back and seeing how causes and conditions can affect and create a lifestyle and a passion or interest. In our case, it's multiple generations, which I find very fascinating."

Russell shared some of his most recent music projects and partnerships before moving on to teaching about how sound frequencies work.

He showed a video that he produced on local artist Harvey Walker, and then showed the same video without audio to illustrate the

difference.

"Really, our brain is processing [sound frequency] all the time, we're just not conscious of it," he said.

He called Walker up to speak about the experience.

"The bottom line is that we spent eight hours with Brad Brown shooting video and three hours with him in my studio asking questions. Out of that, we got six minutes of my speaking to go in the video. And of course, once Nick got ahold of it, you can see the difference. It's only through the skill of the people that worked it through to the end that made the difference," Walker said.

"The number one problem for artists is that I'm taking a three-dimensional scene and trying to put it on a two dimensional canvas, which is the same goal as sound producing."

The presentation concluded with a musical performance by Russell and Benton Brown, who recently released their own album.

A portion of the proceeds from each Speaker Series presentation will go towards a charitable organization.

Russell has worked with Abbey Retreat Centre (ARC) for soundscape projects that use nature and music as a therapy tool for those facing cancer, so a portion of the proceeds from his presentation will be donated to ARC.

The Yours Outdoors Speaker Series is held on the second Wednesday of each month from 7 to 9 p.m. with an intermission part way and a Q and A period at the end.

Next Wednesday, Jan. 11, join Malcolm Cockwell, managing director of Haliburton Forest and Wildlife Reserve, for his presentation, *Inside Haliburton Forest*.

Cockwell will give insight into the history and workings of Haliburton Forest. Admission is \$15 per person payable at the door. Visit <https://www.yoursoutdoors.ca/event/4882> to book in advance.

## THE TOWNSHIP OF MINDEN HILLS IN SEASON, EVERY SEASON

### PUBLIC NOTICE

**NOTICE IS HEREBY GIVEN** that the Corporation of the Township of Minden Hills proposes to consider by-laws to stop up, close, and convey those parcels of land more particularly described as follows:

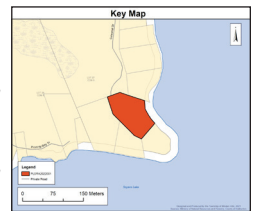
1. **File No. PLSRA2021012:** Part of the original shore road allowance along the shore of South Lake, lying in front 1112 Hamilton Road located within Lot 6, Concession 13, Geographic Township of Snowdon.



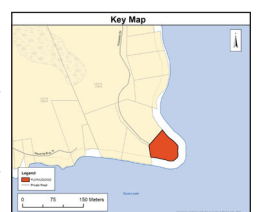
2. **File No. PLSRA2022062:** Part of the original shore road allowance along the shore of Davis Lake, lying in front of 1197 Canuck Trail located within Lot 10, Concession 2, Geographic Township of Lutterworth.



3. **File No. PLSRA2022001:** Part of the original shore road allowance along the shore of Soyers Lake, lying in front of 1233 Celestial Drive located within Lot 27, Concession 9, Geographic Township of Minden.



4. **File No. PLSRA2022002:** Part of the original shore road allowance along the shore of Soyers Lake, lying in front of 1233 Celestial Drive located within Lot 27, Concession 9, Geographic Township of Minden.



5. **File No. PLSRA2022025:** Part of the original shore road allowance along the shore of Kashagawigamog Lake, lying in front of 1033 Rays Lane located within Lot 26, Concession 7, Geographic Township of Minden.



The above noted applications are available for inspection in the Building and Planning Department located at 7 Milne Street, Minden, Ontario by appointment only. Additional information may be obtained by contacting the undersigned or by visiting [www.mindenhills.ca/newsroom](http://www.mindenhills.ca/newsroom).

**AND FURTHER TAKE NOTICE** any person who claims that their land will be prejudicially affected is asked to contact the undersigned at their earliest convenience. If deemed advisable, By-laws giving effect to the proposed closure and conveyance will be passed by the Council for the Corporation of the Township of Minden Hills.

Amanda Dougherty, B.A. (Hons)  
Township Planning Consultant  
705-742-2297x278  
[adougherty@mindenhills.ca](mailto:adougherty@mindenhills.ca)



# Flying with the falcons

by EMILY STONEHOUSE  
Editor

Yours Outdoors and Haliburton Forest have done it again. In a season of gray days and unpredictable winter weather, the tourism partners have created a new experience for anyone looking for a little adventure.

The Predator Prowl is hosted at the Haliburton Forest Wolf Centre, and is a two-hour program dedicated to educating visitors about wolves and a variety of aerial predators. Yours Outdoors has partnered with the Royal Canadian Falconry to offer participants the opportunity to meet and greet the birds themselves.

The session starts at the Wolf Centre, with a formal introduction and lesson about the resident wolf pack, which has grown and changed over the years. Participants will then get an opportunity to meet an American Kestrel, Peregrine hybrid, Gyrfalcon, Red-tailed hawk and the Harris Hawk through the Royal Canadian Falconry.

This activity is great for all ages, and a fantastic opportunity for animal-lovers to learn more about the natural world. The program was created exclusively for Yours Outdoors, and is the tip of the iceberg for more animal-based learning coming soon through the tourism-based adventure company.

Programs run year-round, and all dates and further information can be found at [www.yoursoutdoors.ca](http://www.yoursoutdoors.ca)



The Predator Prowl is a unique experience hosted at the Wolf Centre, and created by Yours Outdoors in collaboration with the Royal Canadian Falconry. The program runs year-round, and provides an opportunity for people of all ages to learn about aerial predators face-to-beak. /Photo submitted

## SUDOKU SOLUTION

8	2	5	9	4	3	6	1	7
7	4	1	6	5	8	3	2	9
3	6	9	2	7	1	4	8	5
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1	5	6	3	9	2	8	7	4
2	1	4	8	3	7	5	9	6
5	8	3	1	6	9	7	4	2
6	9	7	5	2	4	1	3	8

## HHCOC offering Naloxone and Anti-Stigma Training

The John Howard Society of Kawartha Lakes and Haliburton have partnered with the Haliburton Highlands Chamber of Commerce, to present *Naloxone and Anti-Stigma Training* on Jan. 16 from noon to 2 p.m. Anti-Stigma harm reduction training is important for our community. This training will provide an opportunity to learn and educate yourself and your workplace to better serve those coming into your place of business who are living with substance use concerns. Additionally, Naloxone training will allow you and your workplace to feel more comfortable with someone who may

be experiencing an overdose.

Bring along your packed lunch and learn from Natasha of the John Howard Society about proper training of Naloxone, and a thorough understanding of anti-stigma and the power of changing our language around addiction and mental health.

RSVP by emailing [kdams@haliburtonchamber.com](mailto:kdams@haliburtonchamber.com), or by calling Kirstley at the Chamber at 705-457-4700.

Submitted

GET IT  
online  
www.mindentimes.ca

## Farmers' Market seeking vendors

The Haliburton County Farmers' Market Association is excited to announce that applications for the 2023 Farmers' Market Season are now open and can be found online at [hcfma.ca](http://hcfma.ca) by clicking the link, on facebook, or by emailing [incrediblehcfma@gmail.com](mailto:incrediblehcfma@gmail.com). Deadline to apply to be a full season vendor is Jan. 31. Guest vendor spots will remain available after this date, as will 'community at table' spots.

They are also excited to announce a new partnership with Abbey Gardens where the Friday Market will be hosted this season from May 19 to Oct. 6. We sincerely thank the Algonquin Highlands Council and parks department for hosting us in Stanhope outside the community center for all the years previous.

Submitted

# Canoe FM Radio

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[helpdesk@wdb.ca](mailto:helpdesk@wdb.ca)

Obtenez des réponses à vos questions sur l'information sur le marché du travail. À la recherche d'un emploi, changement carrières, ou vous voulez savoir quelles les emplois sont en demande localement? Nous sommes là pour vous aider. Ce projet Emploi Ontario est financé en partie par le Gouvernement du Canada et le Gouvernement de l'Ontario.

**WDB** Workforce Development Board

Canada **EMPLOI ONTARIO** Ontario

This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

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# Haliburton Highlands CHAMBER of COMMERCE

[www.haliburtonchamber.com](http://www.haliburtonchamber.com)

## Join the Chamber

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**Dearest Saint Rita** It is with sincere thankfulness and confidence that I bless you and thank you for your intercession. Your power over the hopeless has given us everything. Continued devotion to you and the Sacred Heart and thanks to all who have helped. L.E.M.

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### 400 EMPLOYMENT OPPORTUNITY



*Leaders in Innovative Rural Health Care*

### Full Time Assistant Director of Care and Infection Control Program Lead

Minden, Ontario

#### Organization Background:

At Haliburton Highlands Health Services (HHHS) we strive to be leaders in innovative rural health care, working closely with local and regional partners to promote wellness and provide access to essential services. HHHS manages two Long-Term Care facilities – Hyland Crest in Minden (62 bed home) and Highland Wood in Haliburton (30 bed home) – that provide high-quality care for those no longer able to live at home. We are pleased to share that we have a new ADOC/IPAC Lead role in our Hyland Crest LTC Home in Minden. Wages are commensurate with experience and education.

Our dedicated team of health care professionals are guided each and every day by our core values of Compassion, Accountability, Integrity, and Respect.

#### Position Summary:

The Associate Director of Care and Infection Control Program Lead (ADOC/IPAC Lead) reports directly to the Administrator/ Directors of Care and are responsible for providing program management and leadership to the infection prevention and control (IPAC) program (practices and protocols) to ensure regulatory compliance and implementation of clinical and non-clinical care standards and best practices in accordance with the Fixing Long-Term Care Act, 2021 and ON Regulation 246/22.a. This position also provides both clinical and administrative support to the team and is responsible for coordinating risk management and quality improvement activities by fostering a culture of continuous quality improvement with a focus and emphasis on residents, and safety. The incumbent provides leadership and support for quality and risk-related initiative within HHHS.

The ADOC/IPAC Lead will advise on educational content to be provided to staff at orientation and through ongoing training with a primary focus on clinical practice. The ADOC/IPAC Lead is accountable for assisting with the management of quality nursing care and services within the home. They will work with the multidisciplinary team supporting and mentoring all departments.

#### Qualifications:

- diploma or BScN degree from an accredited college or university program
- minimum 5 years of active Nursing Experience, with a minimum of 2 years' experience in the long-term care sector.
- Completion of IPAC Canada endorsed course and Certification in Infection Prevention and Control through IPAC Canada required within three (3) years of hire
- A minimum of 1 years' experience involved in infection prevention education or project work
- Experience performing activities that are client centered, while incorporating Quality Improvement Principles
- Current registration with the College of Nurses of Ontario and proof of annual CPR Certification
- Knowledge of and demonstrated ability in analysis, measurement and evaluative methods, facilitation and presentation skills
- Demonstrated experience with best practice guidelines
- Demonstrated experience with the promotion and implementation of clinical best practices
- Knowledge of the legislation, guidelines and regulations as they relate to the position and responsibilities of the Long Term Care Sector.
- Knowledge of, and demonstrated ability in corporate core competencies including customer service, communication, team work, initiative/self-management, accountability, flexibility and adaptability.
- Ability to deal cooperatively and effectively with all levels of staff, unions/employee/client groups and ability to foster cooperative/collaborative working relationships.
- Ability to travel to off-site locations in a timely and efficient manner, as required.
- Ability to work outside regular business hours, including evenings, nights and weekends, as required.

#### SUBMIT APPLICATION AND RESUME TO:

Human Resources  
Haliburton Highlands Health Services  
Box 115, Haliburton, ON, K0M 1S0  
E-mail: [hr@hhhs.ca](mailto:hr@hhhs.ca)  
Fax: 705-457-4609

### 400 EMPLOYMENT OPPORTUNITY



*Leaders in Innovative Rural Health Care*

### ADMINISTRATOR/DIRECTOR OF CARE, HYLAND CREST

Minden, Ontario

The Administrator/Director of Care is responsible for the managerial and clinical oversight of the LTC Home providing leadership, direction and technical support to departmental staff consistent with HHHS values, policies, and procedures and legislative requirements. Ensures employee compliance with adherence to standards of quality, infection control, occupational health, professional practice and emergency procedures in support of the provision of high-quality, safe and efficient resident care. As a member of the management team, communicates the organizational vision, strategic goals and objectives and participates in the establishment of annual operating plans. Manages the human, fiscal and capital needs within allocated resources. Completes departmental schedules in compliance with applicable collective agreements and monitors workflow. Ensures all health and safety measures required by applicable legislation are followed and all reasonable precautions are taken to protect the health and safety of our workers and residents. Responsible for intervening when issues are brought forth as well as identifying, managing and reporting any concerns or issues. Liaises with unions, families, residents, volunteers and other internal and external partners as required.

#### QUALIFICATIONS:

- BScN degree and current registration with the College of Nurses of Ontario
- Minimum of 3 years' experience working in a managerial capacity in a Health Care setting, preferably Long-Term Care (LTC)
- LTC Administrator and DOC course or completion within one year
- A minimum of 5 years' experience working as an RN in a LTC environment
- Excellent critical thinking and problem-solving skills
- Knowledge of and demonstrated ability in analysis, measurement and evaluative methods, facilitation and presentation skills.
- Demonstrated experience with the promotion and implementation of clinical best practices
- Excellent interpersonal skills and ability to work with administration, the management team, the Board of Directors, charge nurses, staff, physicians and community stakeholders
- Knowledge of the legislation, guidelines and regulations of the Long Term Care Act(s)
- Demonstrated commitment to continuing education
- Wages are commensurate with experience and education.

#### SUBMIT APPLICATION AND RESUME TO:

Human Resources  
Haliburton Highlands Health Services  
Box 115, Haliburton, ON, K0M 1S0  
E-mail: [hr@hhhs.ca](mailto:hr@hhhs.ca)  
Fax: 705-457-4609



400 EMPLOYMENT OPPORTUNITY



Vice President, Clinical and Community Programs and Chief Nurse Executive  
Haliburton Highlands Health Services

The VP/CNE is an innovative, strategic leader who plays a key role in guiding the organization in a collaborative, accountable, and aligned quality-focused culture. Committed to shared decision-making, the VP/CNE

enables integration with health care partners and providers across the continuum of care to advance a collaborative inter-professional practice environment that values the contributions of all staff and maximizes professional scope of practice. As a member of the Executive Leadership Team, the VP/CNE fulfils a key role in the areas of quality and risk management, financial/operations and utilization management, planning, infection control, patient/resident/client safety, ethics, change management, and professional practice. The VP/CNE is responsible for supporting local community strategies to support the delivery of responsive programs and services. The VP/CNE is accountable for fostering a healthy work environment in which collaboration is valued and excellence in clinical care and professional development is promoted and achieved.

The preferred candidate will possess exceptional leadership abilities and a demonstrated passion for engaging employees at all levels while promoting a positive internal culture. With superior knowledge of current trends in health care, including system transformation, Ontario Health Teams, and integrated models of care and service, the VP/CNE will have an ability to build strong relationships with a variety of individuals including patients, residents, clients, families, employees, physicians, volunteers, and community partners and stakeholders. Current registration and standing with the College of Nurses of Ontario is mandatory, and a commitment to ongoing education/professional development and a relevant Masters degree is preferred.

**SUBMIT COVER LETTER AND RESUME TO:**  
**Human Resources**  
**Haliburton Highlands Health Services**  
**Box 115, Haliburton, ON K0M 1S0**  
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**Fax: 705-457-4609**



ACUTE CARE NURSE PRACTITIONER

POSITION DESCRIPTION:

Reporting directly to the Chief Nurse Executive and with a matrix report to the Clinical Manager, Acute Care and ED, the Acute Care Nurse Practitioner (NP) is a registered nurse in the extended class who holds a Master's degree

in Nursing with expertise in one or more clinical nursing specialties. In keeping with Haliburton Highlands Health Services (HHHS) mission, vision, and values, the NP is responsible for working together with the interprofessional team toward development, implementation, and evaluation of patient plans of care, and uses advanced knowledge, skill, and judgment in providing care and solutions for complex health-care issues for a specified patient population. In this role the NP works in collaboration with the MRP to provide comprehensive care to our acute medical inpatient population. The NP participates in the on call rotation with hospitalist back up support.

The NP utilizes a holistic approach that is grounded in evidence with an emphasis on health promotion and illness/injury prevention. The role includes direct comprehensive patient care including advanced assessment, diagnosing, prescribing, ordering, and interpreting lab, radiology, and ultrasound tests as per defined regulations and legislated scope of practice.

In addition to direct clinical care, the NP plays a leading role in the development and implementation of applicable clinical guidelines and protocols, promotes the use of research and evidence-based practice, provides expert support and consultation, and facilitates system change. The NP is committed to lifelong learning and is committed to promoting, leading, and contributing to the learning of others.

QUALIFICATIONS:

- Master's Degree in Nursing required
- Registration with the College of Nurses of Ontario in the Extended Class (RN(EC))
- NP adult preferred, or a combination of Primary Health Care Nurse Practitioner Certificate and previous relevant hospital experience
- Minimum three years' experience.
- Gerontology Nursing Certificate GNC(C) preferred
- Emergency experience an asset
- Relevant professional and specialty organization membership(s) (e.g., RNAO/NPAO) preferred
- Current Basic Cardiac Life Support (BCLS) Certification
- Demonstrates behaviors consistent with HHHS core values
- Demonstrated critical thinking and decision-making skills
- Excellent assessment, planning, organizational, problem solving, communication, teaching, time management and evaluation skills
- Excellent verbal and written communication skills
- Excellent interpersonal skills and ability to work effectively with patients, families, and all members of the interprofessional team
- Accomplished change agent
- Enhanced patient-centered care practices
- Teaching experience in classroom and clinical settings.
- Demonstrates understanding of, compliance with, and commitment to patient safety responsibilities and corresponding hospital plans, policies and procedures, to ensure a healthy and safe work environment

**SUBMIT COVER LETTER AND RESUME TO:** **Human Resources**  
**Haliburton Highlands Health Services**  
**Box 115, Haliburton, ON K0M 1S0**  
**E-mail: hr@hhhs.ca**  
**Fax: 705-457-4609**

**PLEASE QUOTE JOB NUMBER:** 2022-96

Haliburton Highlands Health Services thanks all applicants, however, only those selected for an interview will be contacted. If you are contacted by HHHS regarding a job opportunity or testing, please advise if you require accommodation due to a disability. Information received relating to accommodation needs of applicants will be addressed confidentially.



Leader, Quality, Patient Safety and Risk Management

POSITION DESCRIPTION:

Reporting to the Vice President, Clinical and Community Programs and Chief Nurse Executive, the Leader, Quality, Patient Safety and Risk Management has a critical and practical role responsible for achieving the organization's goal of excellence in service delivery to its patients and clients by providing the operational leadership and support for quality improvement, patient safety, risk management, patient relations processes, and policy procedure oversight.

Working on behalf of the Executive Leadership Team, this position provides support for and direction to the Operational and Clinical Leadership teams for managing the development and implementation of policies and processes to integrate quality improvement, patient safety principles, Accreditation standards, evidence-based practices / best practice standards and risk management strategies in the operation of the hospital, community, and long-term care services to support HHHS to achieve its quality and patient safety goals. In addition, the position supports the development and implementation of the organization's Quality Improvement Plans, Balanced Scorecards, leads Accreditation preparation and related activities across the organization, provides leadership for the policy management system, and works collaboratively with the Leadership team to support emergency management and preparedness.

- Promotes a culture of patient safety and continuous quality improvement, and facilitates the integration of quality improvement initiatives and best practice standards that can be monitored and measured using reliable and valid data; builds organizational capacity for patient safety and quality improvement.
- Provides leadership in the development, implementation, and evaluation of quality improvement processes and programs to continually improve the provision of patient/client/resident care.
- Supports Quality Reviews as needed within the organization and the local region.
- Supports Management and Executive Leadership teams, and the Chief of Medical Staff to develop and execute local quality improvement priorities and ensures that strategic information, quality improvement, and performance measurement initiatives are linked to strategic and operational priorities and activities.
- Works collaboratively with Managers, staff, and physicians to promote all domains of quality (including effectiveness, efficiency, accessibility, accountability, and sustainability, etc.) in clinical and operational processes and provides leadership and support for quality reporting to the Executive Leadership Team, Board of Directors, and relevant government bodies.
- Leads the organization's Accreditation preparation and processes, and ensures compliance with national Accreditation standards; works collaboratively with the Leadership team to embed Accreditation standards into organizational policies, procedures, processes, and practices.
- Works collaboratively with the HHHS Professional Practice Leader / Educator to implement best practice standards and guidelines.
- Leads the implementation and ongoing process of the HIROC Risk Registry across the organization.
- Maintains fiscal accountability by collecting and monitoring necessary fiscal and quality data, analyzes data appropriately, initiates and implements methods of cost containment in relation to the service/area, and justifies expenditures.
- Provides leadership and development support for identification of performance indicators across the continuum of care and provides consultative services regarding an array of quality methods used in high performing organizations (including Lean principles, concepts, tools, and methods).
- Supports program and department managers to analyze current trends and data in support of quality improvement and patient safety.
- Performs other related duties as assigned.

QUALIFICATIONS:

- Required: Regulated Health Professional Undergraduate degree
- Master's degree in a health-related discipline is preferred
- Minimum 5 years of experience leading healthcare or hospital-based quality and patient safety projects with demonstrated leadership in the areas of Quality Improvement, Patient Safety, Risk Management, and the Accreditation Canada process preferred
- 3 years of progressive career experience demonstrating successful outcomes on a variety of quality performance indicators
- Program Planning and Project Management training and experience is considered an asset
- Healthcare Risk Management Certification is considered an asset
- Patient Safety and /or Patient Experience Certification/program completion is considered an asset
- Expert knowledge of quality and safety with the ability to introduce innovative approaches to change
- Sound knowledge of quality improvement methodologies, patient safety methodologies, service design, data management and reporting, and patient engagement Demonstrated ability to successfully lead a portfolio of projects simultaneously
- Excellent analytical, problem-solving and decision-making skills with the ability to identify trends, establish benchmarks, as well as provide credible analysis and recommendations
- Self-directed strategic thinker bringing new approaches to quality and safety, service innovation, and performance management
- Excellent communication and interpersonal skills; experience working both independently and in a team-oriented, collaborative environment is essential
- Excellent leadership skills with the ability to coach, mentor and motivate
- Expert in stakeholder management, with the ability to forge and maintain strong internal and external stakeholder relationships
- Demonstrated working knowledge of spoken and written English, with strong written and oral presentation skills
- Satisfactory police check for vulnerable populations
- Demonstrated good attendance and performance records with the ability to maintain these same standards
- Demonstrated ability to function effectively in a highly-dynamic, fast-paced, continually-changing environment.
- Must be familiar Microsoft Suite (i.e., Word, Access, and Excel).
- Physical ability to perform the duties of the position.

**SUBMIT COVER LETTER AND RESUME TO:** **Human Resources**  
**Haliburton Highlands Health Services**  
**Box 115, Haliburton, ON K0M 1S0**  
**E-mail: hr@hhhs.ca**  
**Fax: 705-457-4609**

**PLEASE QUOTE JOB NUMBER:** 2022-89

Haliburton Highlands Health Services thanks all applicants, however, only those selected for an interview will be contacted. If you are contacted by HHHS regarding a job opportunity or testing, please advise if you require accommodation. Information received relating to accommodation needs of applicants will be addressed confidentially.



# Minden Times Classifieds

Call 705-286-1288  
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Deadline 4 pm Monday

## 400 EMPLOYMENT OPPORTUNITY



### Haliburton Highlands Health Services

As innovative leaders in rural health care delivery, HHHS offers a broad spectrum of services with the goal of achieving improved local access to health services and quality of care for patients, residents and clients. As a rural health hub, HHHS promotes wellness and provides high quality health services across the continuum including Primary Care, Hospital Care (Acute In-patient and Emergency Care), Long-term Care, Palliative and End-of-Life Care and Mental Health and Addictions services, as well as an array of community programs. New investments in community programs, including a Geriatric Assessment and Intervention Network (GAIN) Team, a Palliative Care Community Team, Assisted Living Services for High-Risk Seniors and a Community Physiotherapy Clinic are all focused on supporting the residents of the Haliburton Highlands to stay healthy in their homes for as long as possible. HHHS is a teaching site, and works collaboratively with the Haliburton Highlands Family Health Team to support a full rotation of residents from the University of Toronto, Queen's University and others. To learn more about HHHS please visit our website at [www.hhhs.ca](http://www.hhhs.ca).

**Haliburton Highlands Health Services** has a need for Full-Time, Part-Time (Permanent and/or Temporary) and Casual staff for the noted classifications below.

**RN's and RPN's** are expected to be available for both Minden and Haliburton Hospital locations. In addition, opportunities are available in our two Long Term Care facilities, Hyland Wood and Hyland Crest.

**Registered Nurses** earns \$34.24 /hr - \$49.02/hr and is responsible for providing comprehensive care to patients, with predictable and unpredictable outcomes who may or may not be clinically stable. The successful candidate will possess a diploma/degree in Nursing and a current Certificate of Competence from the College of Nurses of Ontario. Previous acute care practice is preferred; previous emergency department or specialty department experience of 1 year or more is preferred. Recent experience is preferred. **Temporary housing accommodation will be provided by HHHS.**

**Registered Practical Nurses** earn \$30.89 - \$31.48/hr and provide client care in accordance with the Professional Standards of the College of Nurses of Ontario. She or he, as a member of the health care team, has a significant role in promoting health, preventing illness, and helping clients attain and maintain the highest level of health possible in situations in which a client's condition is relatively stable, less complex and the outcomes of care are predictable. RPN's must have a diploma in Nursing, a Current Certificate of Competence from the College of Nurses of Ontario, current BCLS. Must have a demonstrated knowledge of RPN scope of practice, excellent organization and prioritization skills and an ability to fully communicate in English.

**Personnel Support Workers** earns \$22.48 - \$25.20/hr and provide resident care in relation to activities of daily living. PSW's help residents attain and maintain the highest level of health possible in situations in which a resident's condition is relatively stable, less complex and the outcomes of care are predictable. Successful completion of Personal Support Worker program which meets one of the following:  
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The standards established by the National Association of Career Colleges, or  
The standards established by the Ontario Community Support Association; and  
Must be a minimum of 600 hours in duration, counting both class time and practical experience.

Interested: Submit your application and resume to:

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**Haliburton Highlands Health Services**  
Box 115, Haliburton, ON K0M 1S0  
E-mail: [hr@hhhs.ca](mailto:hr@hhhs.ca)  
Fax: 705-457-4609

## 580 NOTICES



### Annual General Meeting Tuesday January 24, 2023 7 pm

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## 650 OBITUARIES

### BRADBROOKE, Stanley J.F.,

of Mississauga Ontario  
Passed away November 3,  
2022 in his 87th year.

He is so sadly missed by his  
**wife Carol Ann of 65 years**  
and two sons

Preston and Harland.

Stan was a cottager on  
Kushog Lake for 50 years.  
Cremation has already  
taken place.





# Minden Times Classifieds

Call 705-286-1288  
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## 650 OBITUARIES



### Phyllis A. Brown

Long-time South Lake cottager, Phyllis Aleta (Kelusky) Brown, born in 1927 to William S. and Alma (Lebow) Kelusky in Monteagle, Hastings County, Ontario, and wife of the late Kenneth James Brown, died peacefully in Charlottesville, Virginia on December 23, 2022, with

her daughter Pauline by her side. She was 95 years young.

Proud mother of three, grandmother of three, great-grandmother of four, sister to five, and auntie Phyl to many, Phyllis always generously shared her life, her family, her love of music, her masterful creativity, her humour and thoughtful sage, "The Lake," "The Legion" and the enduring friendships formed over 40+ summers in her beloved "Highlands" – shared not only with her family, but with all who knew and loved her wherever she was in the world. She will be dearly missed.

At her request, Phyllis was cremated and her remains, along with Kenneth's, will return to Canada to rest at the Emmanuel Community Cemetery in Maple Leaf, Ontario.

There will be no services, but for those who wish, memoriam donations in the name of Phyllis and Spr. Kenneth J. Brown can be made to:

The Royal Canadian Legion Branch #636  
P.O. Box 238, Minden ON K0M 2K0.



In Loving Memory

### Myrtle Bouthoorn

(Resident of Haliburton, Ontario)



Peacefully at Haliburton Hospital on Sunday, December 18, 2022, in her 82nd year. Beloved wife of Bastiaan "Bas" Bouthoorn. Loving mother of Christine Gilberg (Russ Rowley), Bonnie London, and Peter Bouthoorn (Christine). Fondly remembered by her grandchildren Richard Gilberg (Liisa), Nicole Legault (Scott), Kayla Dion (Nick), Mandy Lumsden (Adam), and Geoffrey Bouthoorn. Lovingly remembered by her great-grandchildren Khloe, Ryder, Keagan, Griffin, Noah, and Oliver. Forever in our hearts. Myrtle loved helping others, she volunteered at the Haliburton United Church and with Community Care for more than 10 years as a convenor/coordinator of senior lunches.

#### Visitation & Celebration Of Life

A Celebration of Myrtle's life will take place in the Spring. As an expression of sympathy, donations to the Haliburton Highlands Health Services Foundation (Hospital) would be appreciated by the family. We are so grateful to the attending nurses and doctors for their care and compassion shown to Mom. Funeral arrangements have been entrusted to the **HALIBURTON COMMUNITY FUNERAL HOME** 13523 Hwy.#118, Haliburton, Ontario (705) 457-9209.

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**The Times**

Monday, January 25, 1999. Number 1873

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**A SALUTE TO ROBBIE BURNS:** Andrew and Breanne Mansfield were just two of many performers who paid tribute to the great Scottish poet Robbie Burns Friday evening. They were participating in the Burns Night sponsored by the Haliburton Highlands Pipes and Drums at the Haliburton Legion. In addition to Highland and country dancing, the audience was treated to the music of the pipes and drums, piping in of the haggis and a buffet. The address to the Haggis was delivered by Bill Elliott.

## Performing arts theatre construction begins

The theatre the performing arts community and its supporters have been waiting for is finally under construction.

Work started earlier this month on the conversion of a former gymnasium at Haliburton Highlands Secondary School to a 230 seat performing arts theatre. The committee overseeing the project has also announced the name of the new facility. It will be known as the Northern Lights Performing Arts Pavilion.

"Finally, after 20 years we are going to get a theatre the community can be proud of," committee member Caryl Moulton said as she stood among the dust and debris in the old gymnasium. "From a Highlands Little Theatre point of view, and for all performing groups, this is an important day."

A performing arts theatre for the Highlands has been a dream for many groups, not only Highlands Little Theatre. Almost two years ago that vision moved from a dream onto the long road to reality. When the school board received approval for a number of ma-

jor additions, including a new triple gymnasium, hopes were revived to convert the old gymnasium into a proper theatre.

For years the stage in the building was home to theatrical productions, musical presentations and other entertainment events. While the performers struggled with limited backstage facilities, gerrymandered lighting and an inadequate performance space the audience attempted to remain comfortably seated on stacking chairs, struggling with poor sight lines and difficult acoustics. All the groups which used the facility dreamed of a venue which would include the proper theatre infrastructure and provide an enjoyable and comfortable experience for the audience.

While the renovation at the high school provided an opportunity for the inclusion of a theatre, the project had to be dropped when provincial budget restraints limited the scope of the work. The performing arts community in the Highlands was not deterred

(more on page 3)

### DREAMS DO COME TRUE:

Tom Robinson, Caryl Moulton and Curtis Eastmure examine the plans in the space that will soon become the Northern Lights Performing Arts Pavilion at HHSS.



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